

What benefits does the state typically provide?

In addition to the employee's salary, the State of Missouri provides many benefits.

The following information details the benefits general state employees under the Uniform Classification and Pay System receive.

Office of Administration						
Division of Personnel						
Calculation of State of Missouri Benefits as a Percentage of Salary						
	Benefit Levels		Annual Salary Levels			
			Minimum	Average		
			\$16,068	\$28,400	\$40,000	\$50,000
<u>Benefits in Addition to Salary</u>	<u>Percentage</u>	<u>Monthly \$ Amount</u>				
Retirement	9.35%		\$1,502.36	\$2,655.40	\$3,740.00	\$4,675.00
Social Security						
OASDI	6.20%		\$996.22	\$1,760.80	\$2,480.00	\$3,100.00
Medicare	1.45%		\$232.99	\$411.80	\$580.00	\$725.00
Health Insurance		\$471.00	\$5,652.00	\$5,652.00	\$5,652.00	\$5,652.00
Life Insurance		\$8.72	\$104.64	\$104.64	\$104.64	\$104.64
Long Term Disability	0.57%		\$91.59	\$161.88	\$228.00	\$285.00
Worker's Comp & Unemployment	1.21%		\$194.42	\$343.64	\$484.00	\$605.00
Deferred Compensation*		\$25.00	\$300.00	\$300.00	\$300.00	\$300.00
Totals	18.78%	\$504.72	\$9,074.22	\$11,390.16	\$13,568.64	\$15,446.64
Percentage Amount of Benefits in Addition to Salary			56.5%	40.1%	33.9%	30.9%
			Annual Salary Levels			
			\$16,068	\$28,400	\$40,000	\$50,000
<u>Benefits Included with Salary</u>						
15 Days Annual Leave (1 to 10 Years of Service)**			\$927.00	\$1,638.46	\$2,307.69	\$2,884.62
11 Days Sick Leave (Approximate Average Sick Leave Usage)			\$679.80	\$1,201.54	\$1,692.31	\$2,115.38
12 Holidays			\$741.60	\$1,310.77	\$1,846.15	\$2,307.69
Totals			\$2,348.40	\$4,150.77	\$5,846.15	\$7,307.69
Percentage Amount of Benefits Included with Salary			14.6%	14.6%	14.6%	14.6%
Dollar Value of Total Benefits			\$11,422.62	\$15,540.93	\$19,414.79	\$22,754.33
Total Benefits as a Percent of Salary			71.1%	54.7%	48.5%	45.5%

*Employee must contribute \$25 per month minimum to be eligible for this benefit.

**Annual Leave Benefits increase by 1.2% for 11-15 years of service (18 days) and by 2.3% for 15+ years of service (21 days)